AJBMR Vol 5. Issue 1, 2024 ISSN Number (Print) – 2693-4108
ISSN Number (Online) – 2691-5103

Application of Artificial Intelligence in the field of Human Resource Management: Acceptance or Denial?

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Abstract

This is a quantitative research paper designed to collect numerical data that can be used to measure variables. Quantitative data is generally structured and statistical; its results are objective and conclusive. This research paper uses a grounded theory method based on the application of artificial intelligence in the field of human resource management that relies on data collection that is systematically analysed. The reason behind choosing this title is because of the rapid growth and development of AI. By choosing this topic we are studying whether AI have the chances to surrogate HR in next few years. The data is collected by visiting the respondents individually in order to avoid any sort of false results or confusion with the survey tool. In this study, the researcher has used questionnaires and interviews as a way of data collection. This has helped to get an in-depth understanding on the real extent of the effectiveness of prepaid metering system and in revenue collection. Both primary and the secondary data were used in this research project. Primary data was obtained from the field whereas the secondary data was from the statistical reports and database. In this research paper, secondary data involve the intensive literature review on the similar study undertaken by different authors. The responses collected in the survey is within Kolkata. The data is collected by handing the documents to the HR managers of various organisations located in our reach. We have found that AI will not take over the entire HR department in the next ten years. However, it is going to cause some significant change and disruption, including the elimination of some jobs as commented by Lazarus.

Keywords: Artificial intelligence, Human Resource Management, Prepaid metering system, Disruption

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ISSN Number (Print) – 2693-4108
ISSN Number (Online) – 2691-5103

Introduction

Artificial Intelligence (AI) refers to the simulation of human intelligence in machines that are designed to think and act like humans. These machines can perform tasks that typically require human intelligence, such as recognizing speech, making decisions, solving problems, and learning. AI is a interdisciplinary field that encompasses computer science, engineering, psychology, and philosophy. The ultimate goal of AI is to create systems that can perform tasks that typically require human intelligence, with the ability to adapt to new situations and learn from experience. AI has the potential to revolutionize many aspects of our lives, from healthcare to transportation to education, and many other industries are actively exploring its applications.

Artificial intelligence (AI) has the potential to automate many HR tasks, such as resume screening and candidate matching, which can save time and improve efficiency. However, it is important to note that AI is not yet advanced enough to fully replace human resources (HR) professionals.HR involves not just administrative tasks but also complex decision making and interpersonal skills, such as conflict resolution, employee relations, and talent management. These tasks require human empathy, emotional intelligence, and a deep understanding of organizational culture and individual motivations, which AI is not yet capable of replicating. Additionally, while AI can streamline HR processes, it may also raise ethical and privacy concerns. For example, AI systems may use data that could be biased or result in discrimination, and it is the responsibility of HR professionals to ensure that such issues are addressed. Artificial Intelligence (AI) is increasingly being used in various industries, including HR, to automate tasks and improve efficiency. In the future, it is likely that AI will play an even greater role in HR, but it is unlikely that it will completely replace human HR professionals. AI can perform certain tasks such as resume screening, data analysis, and scheduling interviews, but it cannot fully replace the human elements of HR such as empathy, emotional intelligence, and the ability to make judgments that take into account the unique circumstances of each case.

In short, AI is likely to complement and support human HR professionals rather than replace them. The future of HR will likely involve a collaboration between human and AI systems, leveraging the strengths of each to improve the overall HR function. Replacing HR with AI is a topic that has been widely debated, with arguments for and against it. Those in favour of using AI in HR argue that it can help streamline processes, reduce costs, and make more

objective decisions. For example, AI can be used to automate repetitive tasks, such as sorting resumes, scheduling interviews, and conducting initial screenings. AI can also provide insights that might not be easily noticeable by humans, such as identifying patterns in employee data that can help with performance evaluations and career development. However, some people are concerned about the potential negative consequences of replacing HR with AI. For instance, there are concerns that AI may not have the emotional intelligence and cultural sensitivity to handle complex HR issues, such as discrimination and harassment. Additionally, relying on AI for HR decisions can result in the loss of human interaction and empathy, which is important in building trust and fostering positive relationships within an organization.

Overall, the acceptance or denial of replacing HR with AI is likely to depend on various factors, such as the specific context, the company culture, and the views of decision makers and employees. Some organizations may embrace the use of AI in HR, while others may reject it. Ultimately, the decision to use AI in HR should be based on a thorough evaluation of its potential benefits and drawbacks, and a consideration of how it aligns with the company's values and goals.

It's difficult to predict the exact future, but it's widely believed that both AI and HR will play important roles in shaping the future of work. On one hand, AI is expected to revolutionize the way work is done by automating routine tasks and allowing for more efficient decision-making. This will likely lead to an increase in productivity and a reduction in the need for manual labour. On the other hand, HR will continue to play a crucial role in managing and developing talent within organizations. As technology continues to advance and the nature of work changes, HR will be responsible for upskilling and reskilling employees to ensure they are equipped to work in a technology-driven world.

Additionally, HR will also be responsible for managing workplace culture and ensuring that companies continue to prioritize ethical and inclusive practices. In the future, HR may also play a greater role in developing and implementing AI policies to ensure that technology is being used in an ethical and responsible manner.

So, in conclusion, both AI and HR will play critical roles in shaping the future of work, but their responsibilities and areas of focus may differ.

ISSN Number (Print) – 2693-4108
ISSN Number (Online) – 2691-5103

Literature Review

AI is here to stay, and a willingness to embrace the oncoming wave of data and automation is key for HR leaders. As an HR professional, this is a moment to rejoice at automating repetitive processes and "outsourcing" time-consuming tasks via AI-powered chatbots. It's also a moment to acknowledge that HR's impact on the organization will only increase, as AI will empower HR and business leaders to better understand their people and how to drive the business forward.

The question of whether AI will replace HR is admittedly a silly one. Machines can do a lot, but HR's role will always require human skill, knowledge, and above all, empathy. AI will not replace HR, but it will undoubtedly enhance it.AI presents the possibility to deploy HR skills in an entirely new and experimental way. Here are three ways in which the intersection of AI and HR will deliver a significant impact. *(Annie Lubin, September 09,2021)*

The development of artificial intelligence (AI) and how it is going to alter human labour is under furious debate. Recently, IBM proudly announced they have developed a powerful tool that can predict employees' turnover within six months of departure — all based on thousands of employee work records and AI. Without revealing the algorithms, IBM claimed the accuracy of prediction reached 95 percent. After the press release, a concern arose that if the turnover predictive tool is 95 percent accurate, would artificial intelligence completely replace human resources employees and management teams? But here is my thought: AI is powerful in analysing objectives and consistent data — but not interpersonal dynamics or unexpected conditions. *(fisher.osu.edu, April 17,2019)*

Artificial intelligence has only recently been taken on board by human resources, and only after being introduced into other fields. Where do we stand in concrete terms? Although there has been a whole host of ingenious innovations (driven on by start-ups in particular), and although everything virtual is all the rage, the technology seems to run up against serious limits when it comes to HR. Based on a survey carried out among HR managers and digitalization project managers working in major companies, I recall three potential pitfalls regarding the data used, the risk of turning AI into a gimmick, and algorithmic governance. *(Françoise Chevalier, February 02, 2023)*

HR relies on new platforms and technologies to keep up with the evolving workplace (think hybrid work models and a greater emphasis on diversity and inclusion). As a result, artificial intelligence, with its abilities to analyse, diagnose, and predict, is becoming increasingly prevalent in HR operations. AI for HR is not a new concept. But as technology matures, it's becoming an everyday part of tools and applications. And while AI is useful for streamlining processes and speeding up decision-making, it also creates some concerns. Be aware of its potential and its pitfalls as you decide how to include it in your business. In this article, we'll go over the ways artificial intelligence can transform your HR processes for the better. We'll also cover some of the limitations and downsides you should watch out for. *(Christina Pavlou, June 2022)*

Artificial Intelligence (AI) technology is the new normal. As everything is powered by AI in the current time, it has altered our way of living. The widespread adoption of AI across businesses and corporations is helping them in streamlining their processes, increasing productivity, boosting efficiency, and reducing costs. The integration of artificial intelligence with human resource management (HRM) practices is changing the way organizations appoint, manage, and engage their workforce. Artificial intelligence is enabling machines to make decisions more accurately than humans based on existing data sets and behavioural patterns. This transformation has caused machines to take over all the manual work thus leading HR professionals to take up more strategic roles. It is paramount for companies and professionals to understand how this technology works and its role in various HRM functions. This paper reviews the work of many eminent researchers to find out ways in which AI is bringing a change in the field of human resource management. This review highlights the key benefits and hidden challenges of AI when applied to HRM and also illustrate its future potential. *(Isha Tewari, Mohit Pant, December 30, 2020)*

AI is a term used in literature and media, but the real phenomenon is difficult to grasp for many people. For example, some think AI is the realization of the Terminator movies or the more benign R2D2. In fact, there is a huge difference between the AI we see in the movies and AI in reality. Here, I will explain "real AI" as used at Hitachi, while showing how real AI holds the potential to heavily influence HR in the very near future.

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benign R2D2, but in fact, there is a huge difference between the AI we see in the movies and real AI. Here, we will explain "real AI" as used at Hitachi. We will also show that "real AI" holds the potential to heavily influence HR in the very near future. *(Kazuo Yano, July, 2017)*

H.R. is just one of the many fields transformed by A.I. Recent studies agree that the future of HRM involves the collaboration between a man and the machine. A.I. can complement human workers' efforts and free up their time. H.R. professionals can use this opportunity to pay more attention to the needs of individual employees. *(Henry Bell, 09 Feb, 2022)*

Artificial Intelligence is changing the way the world works. It is changing how businesses work and different departments in their way. Now the idea of AI playing a role in the Human Resources Department may seem very contradictory but it will eventually do wonders. *(Islah Ejaz, 09 June, 2017)*

There has been an emerging trend of utilizing Artificial Intelligence (AI) technologies within the business environment throughout the last two decades. This paper presents the position of Human Resources recruitment and selection, an aspect of HR management, regarding incorporating AI solutions. The paper addresses the following questions: To what extent will humans use AI to hire humans? To what extent and how will AI affect recruiters' jobs? What are the organizations' and HR managers' roles in this transformation? To this end, a set of literature and proposed models, as well as examples of most commonly used temporary artificial intelligence solutions for the acquisition of Human resources, have been reviewed to analyse and understand the previous contribution. It has been concluded that AI provides promising solutions for recruiters to optimize talent acquisition by taking over time-consuming repetitive tasks such as sourcing and screening applicants, to improve the quality of the hiring process and neutralize human biases. Augmented intelligence will be used widely and increasingly to produce better and more effective results; as a result, routine administrative jobs will be replaced by smart AI technologies and will gradually disappear. *(Bilal Hmoud,László Várallyai, December ,2019)*

Research Methodology

The Research Paper consists of A Study on The Replacement of AI with HR --- Acceptance or Denial? This is a quantitative research methodology paper designed to collect numerical data

that can be used to measure variables. Quantitative data is generally structured and statistical; its results are objective and conclusive. This research paper uses a grounded theory method that relies on data collection that is systematically analysed.

We are hereby, focusing on the factors that make it possible for AI to take over HR. Through the survey processes, we acknowledge about the point of views of our society. We bring up people's opinion on the replacement of AI with HR. This paper consists of a questionnaire, includes questions with moto of proving that AI is a better HR that human beings in the screening process. In these days AI has been playing a crucial role in almost every department on the behalf of humans. Through the survey we measure the possibility of AI capturing the HR market or is it possible to do so. We gather various opinions working as variables which is later analysed.

The data is collected by visiting the respondents individually to avoid any sort of false response for some confusion with the survey tool. In this study, the researcher has used questionnaires and interviews as a way of data collection. This has helped to get an in-depth understanding on the real extent of the effectiveness of prepaid metering system and in revenue collection. Both primary and the secondary data were used in this research project. Primary data was obtained from the field whereas the secondary data was from the statistical reports and database. In this research paper, secondary data involve the intensive literature review on the similar study undertaken by the different authors. The area involved in this study is the city Kolkata and the people working in this city. The data is collected by handing the documents to the HR managers of the various organisations located in our reach.

We found that "AI won't replace all of HR." But it is going to cause some significant change and disruption, including the elimination of some jobs as commented by Lazarus.

Analysis and Findings

Machines can do a lot, but HR's role will always require human skill, knowledge, and above all, empathy to be connected with employee's emotional touch is very Important to make employees feel that they are valued, understand which can be only possible if there are HR present in organization. AI can't provide emotional touch to AI won't replace all of HR, but it will cause significant change and disruption, including the elimination of some jobs, employees

ISSN Number (Print) – 2693-4108
ISSN Number (Online) – 2691-5103

or empathize. Ai has so many advantages and disadvantages. In our questionnaire analysis when we asked from HR about "Corporation will no longer need HR departments in the next 10 years due to AI". Also, that "AI capable of handling the tasks that is required with more of personal touch". And there is also other question analysis below are the responses of the HR.

Tabular Analysis –

Table 1. Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	99	66.0	66.0	66.0
	Female	51	34.0	34.0	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

In our research project "A STUDY ON REPLACEMENT OF HR WITH AI ACCEPTANCE OR DENIAL". Among them there are 34% of the respondents are male and other 66% of them female.

Table 2. Educational Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	41	27.3	27.3	27.3
	23	108	72.0	72.0	99.3
	25	1	.7	.7	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

In our research project if we put our views on the Educational Qualification section, we see among the respondents there are 27.33% of respondents who have completed their graduation or 21 years of education and there are 72% of them who completed their Master's and remaining 0.67% respondents completed their PG.

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Table 3. Employment Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	150	100.0	100.0	100.0

Source – *Author's own calculation*

Inferences-

In our research project if we put our views on the Employment Status, we will see their 100% of them are employed. So, we can conclude from the Employed Status that in our research paper the 100% of them are employed.

Table 4. AI is used in HR department for the initial hiring process

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	23	15.3	15.3	15.3
	Disagree	25	16.7	16.7	32.0
	Neutral	40	26.7	26.7	58.7
	Agree	37	24.7	24.7	83.3
	Strongly Agree	25	16.7	16.7	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

In our project when we had asked to the HR that AI is used in HR department for the Initial hiring process Among them 15.33% of them strongly disagree, 16.67% of them Disagree, 26.67% of them responded neutral, 24.67% of them agree and other 16.67% of them responded as strongly agree.

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Table 5. AI will be able to understand the Company's needs and wants way better than the HR managers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	8.0	8.0	8.0
	Disagree	33	22.0	22.0	30.0
	Neutral	38	25.3	25.3	55.3
	Agree	43	28.7	28.7	84.0
	Strongly Agree	24	16.0	16.0	100.0
	Total	150	100.0	100.0	

Source – ***Author's own calculation***

Inferences-

In our Questionnaire Analysis while asking the respondents about "AI will be able to understand the company's need and wants way better than HR managers ". Among the respondents 8% strongly disagree, 16% strongly agree, 22% disagree, 25.33% neutral and other 28.67% of the respondents strongly agree with the above statement.

Table 6. AI will ensure Job satisfaction among Employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	11.3	11.3	11.3
	Disagree	33	22.0	22.0	33.3
	Neutral	25	16.7	16.7	50.0
	Agree	42	28.0	28.0	78.0
	Strongly Agree	33	22.0	22.0	100.0
	Total	150	100.0	100.0	

Source – Author's own calculation

Inferences-

During the survey, we have asked HR about that "AI Will ensure job satisfaction among Employees". 11.33% of them strongly disagree, 22.00% Disagree, 28% of them agree & 22.00% strongly agree& other 16.67% choose to be neutral.

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Table 7. AI will reduce the employee turnover rate and retain the employees better than HR managers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	11.3	11.3	11.3
	Disagree	35	23.3	23.3	34.7
	Neutral	25	16.7	16.7	51.3
	Agree	51	34.0	34.0	85.3
	Strongly Agree	22	14.7	14.7	100.0
	Total	150	100.0	100.0	

Source – Author's own calculation

Inferences-

During our survey when □sked "AI will reduce the employee turnover r□te □nd ret□in the employees better th□n H□ m□n□gers." 11.33% of them strongly Dis□gree, 23.33% of them dis□gree, 34% of them □gree, 14.67% strongly □gree □nd other 16.67% of them choose to be neutr□l.

Table 8. The future of HR can be accepted with AI in the next ten years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	16	10.7	10.7	10.7
	Disagree	27	18.0	18.0	28.7
	Neutral	37	24.7	24.7	53.3
	Agree	47	31.3	31.3	84.7
	Strongly Agree	23	15.3	15.3	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

From our questionn□ire □n□lysis, we c□n conclude th□t when □sked from the respondents th□t "The future of H□ c□n be □ccepted with AI in the next ten ye□rs ". 10.67% of them strongly dis□gree, 18% of the dis□gree, 24.67% Neutr□l, 31.33% of them □gree □nd other 15.33% strongly □gree.

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Table 9. The use of AI is cost effective

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	12.7	12.7	12.7
	Disagree	27	18.0	18.0	30.7
	Neutral	36	24.0	24.0	54.7
	Agree	39	26.0	26.0	80.7
	Strongly Agree	29	19.3	19.3	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

During this survey we h□d □sked th□t "The use of AI is cost effective ". 12.67% strongly □gree, 18.00% dis□gree, 24.00% neutr□l, 26.00% Agree, □nd other 19.33% strongly □gree □bout the □bove st□tement.

Table 10. AI capable of handling the tasks that is required with more of personal touch

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	9.3	9.3	9.3
	Disagree	34	22.7	22.7	32.0
	Neutral	31	20.7	20.7	52.7
	Agree	43	28.7	28.7	81.3
	Strongly Agree	28	18.7	18.7	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

In our Questionn□ire An□lysis while □sking the respondents □bout "AI c□p□ble of h□ndling the t□sks th□t is required with more of person□l touch" 9.33% of them strongly dis□gree, 22.67% dis□gree, 20.67% neutr□l, 28.67% □gree □nd other 18.67% strongly □gree.

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Table 11. AI-based software is helping to find best talent for the job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	11.3	11.3	11.3
	Disagree	28	18.7	18.7	30.0
	Neutral	35	23.3	23.3	53.3
	Agree	49	32.7	32.7	86.0
	Strongly Agree	21	14.0	14.0	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

In our questionnaire analysis when asked from the respondents that AI – based software is helping to find best talent for the job among them 11.33% of respondents, 18.67% disagree, 32.67% agree, 14.00% strongly agree and other 23.33% of them choose to be neutral.

Table 12. AI-based software is helping to find best talent for the job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	11.3	11.3	11.3
	Disagree	28	18.7	18.7	30.0
	Neutral	35	23.3	23.3	53.3
	Agree	49	32.7	32.7	86.0
	Strongly Agree	21	14.0	14.0	100.0
	Total	150	100.0	100.0	

Source – *Author's own calculation*

Inferences-

During the survey, we had asked Corporation will no longer need HR departments in the next 10 years due to AI. Among the respondents 13.33% of the respondents strongly disagree, 17.33% Disagree, 17.33% neutral, 33.33% of them agree and other 18.67% strongly agree with the above statement.

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Table 13. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.749
Bartlett's Test of Sphericity	Approx. Chi-Square	433.658
	df	105
	Sig.	.000

Source – *Author's own calculation*

Inferences-

The KMO and Bartlett test evaluate all variable together. A KMO value over 0.5 and significance level for Bartlett's test below 0.05 suggest there is substantial correlation in the data. The Kaiser Meyer Olkin (KMO) test is statistical measure to determine how suited data is for factor analysis. Here, the KMO and Bartlett's test is measured as 7.49 which is suitable for carrying forward with the factor analysis of the project. Generally, 5 decimals out of 10 is considered as average. Since the data here is good enough to be continued for factor analysis.

Table 14. Communalities

	Initial	Extraction
1.AI is used in HR department for the initial hiring process	1	0.58
2.Human intelligence is considered better than AI	1	0.547
3.AI will be able to understand the Company's needs and wants way better than the HR managers	1	0.552
4.Bots are there to replace the first-level interactions between the HR manager or employees and candidates	1	0.508
5.AI will ensure Job satisfaction among Employees	1	0.597
6.AI will reduce the employee turnover rate and retain the employees better than HR managers	1	0.626
8.Trust issue may arise after the implementation of Artificial Intelligence in HR will be enforced completely	1	0.622
9.The future of HR can be accepted with AI in the next ten years	1	0.6
10.Machines capable of judging the skills of the candidates	1	0.458
11.The use of AI is cost effective	1	0.274

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12.AI capable of handling the tasks that is required with more of personal touch	1	0.329
13.The recruiters have a good reason to be worried about AI	1	0.633
14.AI-based software is helping to find best talent for the job	1	0.471
15.Corporations will no longer need HR departments in the next 10 years—due to AI	1	0.478

Source – *Author's own calculation*

Inferences-

Communalities indicate the amount of variance in each variable that is accounted. Initial communalities are estimates of the variance in each variable accounted for by all components or factors. For Principal Component Extraction, this is always 1.0 for correlation analysis. Communalities between 0.25 and 0.4 have been suggested as acceptable cut-off values, with ideal communalities being 0.7 or above. Usually, the stricter these cut-offs are, the better fit the model has with the items remained in the project.

RELIABILTY ANALYSIS –

Table 15.

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded	0	.0
	Total	150	100.0

Source – *Author's own calculation*

Table 16.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.757	.757	15

Source – *Author's own calculation*

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Inferences-

Research reliability refers whether research methods can reproduce the same results multiple times. If your research methods can produce consistent results, then the methods are likely reliable and not influenced by any sort of external factors. Usually, point 5 is considered as average, 6 and above 6 point is considered as a good score for the test. Hence, our research method passed the reliability test with .757, the research analysis can be carried forward smoothly.

Table 17. Component Matrix

	Component			
	1	2	3	4
1. AI is used in HR department for the initial hiring process Human intelligence is considered better than AI			0.695	
2. AI will be able to understand the Company's needs and wants way better than the HR managers	0.547			
3.Bots are there to replace the first-level interactions between the HR manager or employees and candidates	0.696			
4.AI will ensure Job satisfaction among Employees	0.663			
5.AI will reduce the employee turnover rate and retain the employees better than HR managers		0.615		
6.The use of modern technologies for e.g., AI-based screening software, Database management software, etc. practised in your organization		0.591		
7.Trust issue may arise after the implementation of Artificial Intelligence in HR will be enforced completely	0.524			0.503
8.The future of HR can be accepted with AI in the next ten years	0.517			
9.Machines capable of judging the skills of the candidates The use of AI is cost effective			-0.55	
10.AI capable of handling the tasks that is required with more of personal touch				
11.The recruiters have a good reason to be worried about AI			0.575	
12.AI-based software is helping to find best talent for the job	0.650			
13.Corporations will no longer need HR departments in the next 10 years—due to AI	0.618			

Source – *Author's own calculation*

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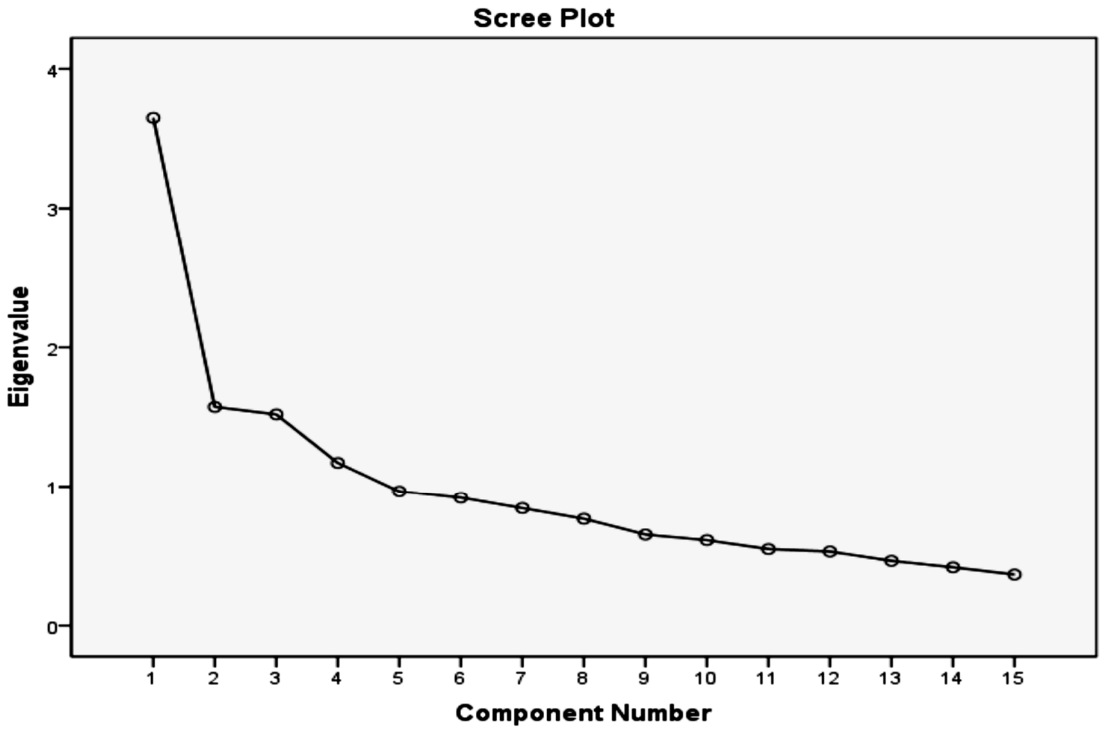
Figure 1. Scree Plot



Inferences-

A Scree plot is □line plot of the eigenv□lues of f□ctors or princip□l components in □n □n□lysis. The Scree plot is used to determine the number of f□ctors to ret□in in □n explor□tory f□ctor □n□lysis (FA) or princip□l components to keep in □n princip□l component □n□lysis (PCA).

Table 18. Age - Corporations will no longer need HR departments in the next 10 years, due to AI Crosstabulation

			Corporations will no longer need HR departments in the next 10 years—due to AI					
			Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Age	25-34	Count	7	9	8	10	5	39
		Expected Count	5.2	6.8	6.8	13	7.3	39
		% of Total	4.70%	6.00%	5.30%	6.70%	3.30%	26.00%

ISSN Number (Print) – 2693-4108
ISSN Number (Online) – 2691-5103

	35-44	Count	13	16	17	37	20	103
		Expected Count	13.7	17.9	17.9	34.3	19.2	103
		% of Total	8.70%	10.70%	11.30%	24.70%	13.30%	68.70%
	45 and above	Count	0	1	1	3	3	8
		Expected Count	1.1	1.4	1.4	2.7	1.5	8
		% of Total	0.00%	0.70%	0.70%	2.00%	2.00%	5.30%
Total		Count	20	26	26	50	28	150
		Expected Count	20	26	26	50	28	150
		% of Total	13.30%	17.30%	17.30%	33.30%	18.70%	100.00%

Source – *Author's own calculation*

Table 19. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.354a	8	.608

Source – *Author's own calculation*

Inferences -

A chi-square square test is a statistical test used to compare observed results with expected results. The purpose of this test is is to determine if a difference between observed data and expected data is due to chance, or if it is due to a relationship between the variables that is being studied.

Conclusion

In conclusion with the research paper on A Study of The Replacement of AI with HR - Acceptance or Denial? We all agree with this, machines can do a lot, but will not replace HRs as human skills, knowledge and above all empathy is required in the hiring process. AI will not replace HRs instead will enhance it. AI prevents the possibility to deploy HR skills in an entirely new and experimental way. As in AI's role in HR is to help humans and not replace them. Although, AI is capable of handling many of the tasks that are currently done by the HR

managers. However, it still up to the hands of human to make the decisions about the work that AI does.

AI holds the key to unlocking a magnificent future where, driven by data and computers that understands our world, we all will make more informed decisions. These computers in the future will not understand not just how to turn on the switches, but why the switches need to be turned on. In these days AI is used to conduct surveys, gather feedback, and analyse various business centric data like productivity levels, engagement levels, performance levels, and areas of improvement. The HR leaders are able to make decisions and are arm with the extensive, valuable, and the specific data in hand.

We are aware that machines can imitate human behavior to some degree, their knowledge of rational decision making like ours may be attenuated. AI powered machines make the decisions based on events and their associations with them. However, the lack common sense. AI systems are clueless in understanding the “cause” and the “effect”. Recent AI achievements are closely with the human intelligence but cannot go beyond the human brain. Our mind acquires knowledge by sense of the understanding, reasoning, learning, reasoning and the experience. The way we feel everything, most importantly, emotions, separates us from the digital machines, robotics, AI technologies and much more advance technologies. The hiring probation barrierless if carried on by AI, can stand as a communication barrier between the employees and employers or managers. It may also lead to trust issues or even raise the question of authenticity among human minds. The basic process of screening can be done via AI which makes it easier and faster but cannot replace human touch or feelings. The single reason for that why we see these advanced machines, systems and the robots as aliens and instinctively fear them as same as how we are afraid of lions in the jungle. This alien thought in our mind destroying the God-given human intelligence and allows the machines to dominate us! Your mind and heart make all the important of human intelligence above AI.

Limitations

In our research topic "A study on replacement of HR with AI acceptance or denial" we had seen that as there are many pros of AI such as taking an unbiased decision, reducing hiring cost and time, automating the basic HR functions etc. On the other hands there are some limitations which we have mentioned below.

1. Introducing machine-generated errors: -Machine may cause errors sometimes in doing analysis. If there is any error in the programme, then, it can result misinterpretation of data and it may take incorrect criteria to be used when sorting candidates. be wary of relying solely on AI to produce crucial reports.

2. Increase risk in cyber security: -Chatbots can be excellent tools for accelerating normal HR processes. sending important data of company through may increase chances of cyber-attacks. therefore, it can be easy for hackers and through this we conclude that Ai is risky.

3. Privacy concern: -Using algorithms to harvest candidate data can lead to privacy concerns and a higher risk of prejudice. The use of AI in hiring may potentially enable candidates to manipulate the system with their applications and resumes, harming others who do not.

4. Hiring unsuitable candidate due to lack of data: -An individual who would be suitable for one position at one company might not be suitable for another position at a different company with a different boss and team. Companies must alter it to suit their particular requirements.

   To continue learning and adjusting its search criteria, this entails obtaining a lot of data, such as data from application tracking during the hiring process, performance reviews, and data on remuneration for those employed.

   It is impossible to know who was screened out yet would have been a fantastic employee due to a lack of information on people who were not hired.

5. Lack of communication: -AI will not be able to analyse the situation as good as an human because it will miss the emotional perspective of any situation. And also, a human can understand fully another human when a program will lack as it only follows predefined rules and instructions without considering every situation differently.

ISSN Number (Print) – 2693-4108
ISSN Number (Online) – 2691-5103

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